



AILEEN CALITZ

Industrial Psychologist |
Senior OD Consultant

CONTACT

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SKILLS

Employee Wellbeing

Team and Organisational
Effectiveness

Human Resources

Change Management

Learning and Development

Psychometrics

Leadership Development

ABOUT

Experienced OD professional with an MComm in Industrial Psychology. Driven by her passion for people, Aileen seeks to add value to organisations and individuals by actively helping employees to realise their potential as individuals and within teams. She has coined the term 'wellMEing' to represent both her attitude and approach to fulfilling this objective – through personal development, coaching, employee experience and engagement.

PROJECT EXPERIENCE

May 2024 – Current

The Athenium Group | IT & Manufacturing
Human Resources & Organisational Development

Project Overview and Responsibilities:

Talent Management Framework & Implementation
Strategic Human Resource Consulting.

November 2023 – April 2024

PepsiCo | FMCG

Human Resources Manager (maternity leave cover).

Project Overview and Responsibilities:

Commercial Human Resources Manager for R&D and SA Procurement.

August 2023 – August 2024

Fagron | Healthcare

Organisational Development

Project Overview and Responsibilities:

Organization Leadership Program Development.

August 2023 – Current

Bob Martin & JDE | FMCG and Masana & BP | Engineering

Organisational Development

Project Overview and Responsibilities:

Leadership Coaching and Training
Team effectiveness.

August 2023 – Oct 2023

Illovo Sugar | FMCG

Organisational Development

Project Overview and Responsibilities:

Operating Model Redesign
Role of the Line Manager Program Development and Rollout.

EDUCATION

Foundations of Medico-legal Practice

UCT Law, SAMLA

2018

MComm Industrial Psychology

Stellenbosch University

2017



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INDUSTRIES

Public sector
Financial Services
Mining
Healthcare

AFFILIATIONS

HPCSA	PS 0138037
Psytech CT	CPD Meetings
SAMLA	SA Medico-legal Association

TOOLKIT

MS Word	Good
MS Excel	Good
MS PowerPoint	Good
SharePoint	Excellent

EMPLOYMENT EXPERIENCE

- Nov 2020 – July 2023
Department of the Premier, Western Cape Government | Public sector

Industrial Psychologist

Responsibilities: Perform psychometric and other assessments. Develop strategies & interventions to improve performance through facilitating individual and group processes for effective organisational functioning. Ensure planning, development & application of theories, models, constructs and principles of psychology in the workplace to understand, modify & enhance individual, group & organisational behaviour effectively. Advise on development of policies based on psychological theory & research. Conduct psychological practice & research. Provide expert advice and opinions in applied Industrial Psychology.
- Sep 2020 – Current
Self-employed | Various

Industrial Psychologist

Responsibilities: Medico-legal report writing, independent contractor, assisting with projects at other consulting firms.
- Mar 2020 – Aug 2020
The Publishing Partnership | Marketing & Sales

Human Resource Manager (Part Time)

Responsibilities: Oversaw the restructuring process as a consequence of COVID-19. Oversight & management of VIP Payroll system & SARS IRP5 submissions. Development & implementation of team effectiveness interventions for a hostile team environment..
- Mar 2020 – July 2020
Momentum Metropolitan Holdings | Financial

Psychometrist (FTC)

Responsibilities: Conducting psychometric assessments for recruitment & selection, personal & organisational effectiveness purposes. This entailed the administration of & assessment feedback to candidates (from operational to executive level), feedback to managers & writing of reports.
- Sep 2018 – Feb 2020
Psycor Inc | Healthcare

Industrial Psychologist & Head of Well-being

Responsibilities: Career guidance for MySAFoST & Stellenbosch University. Assessment integrator for Parliament for recruitment & selection. Developed & implemented well-being interventions for Netcare ED Unit managers. Presenting at conferences, CPD presentations etc. Leading a small team & attending to general case flow administration & management of the company. Assisting Senior Practitioner in Medico-legal report compilation.



Some of life's greatest gifts are wrapped in sandpaper

